



Submarine Division Officer Talent Management Board

February 2022

Eligibility Timeline:

-Officer's PRDs should align with the 4Q22 and 1Q23 slates (PRDs of September 2022 through February 2023).

-If applying for the Graduate Education Voucher, PRDs may be prior to the above mentioned timeline or you must already be on shore duty. The funding must begin use within FY22 timeframe (Prior to October 2022).

-If scheduled to participate in the 3Q22 slate (PRDs of June 2022 – August 2022) and interested in any of the below programs, contact PERS-421C for eligibility and submission guidance.

Submission timeline:

-Applications submitted to PERS-421C by: 1600CST 11FEB22

-Talent Management Board convenes: Week of 21FEB22

-Results Released: Week of 28FEB22

Programs and Assignments included on this Board are:

-University of Rhode Island and University of Connecticut Master's Degree Program (Sponsored by the National Institute for Undersea Vehicle Technology)– Up to 10 Quotas.

Eligible officers must have a bachelor's degree in engineering, mathematics or physics, and are either already in, or will be detailed to the Groton, CT or Newport, RI area by the start of the spring semester (January 2023). Officers must be able to meet their career timing to DH upon completion of the two year program.

If selected, the Officer will be able to execute a graduate degree program (information listed below) through either the University of Rhode Island or the University of Connecticut.

Programs include:

- Acoustics, Sensors and Signal Processing
- Advanced Materials and Structures
- Advanced Manufacturing Processes
- Cybersecurity
- Human Factors
- Marine Hydrodynamics

- Propulsion Enabling Technologies
- Structural Integrity, Vibration and Control
- Systems Engineering/Modeling
- Unmanned Underwater Vehicles
- Underwater Shock

If attending the University of Rhode Island there is the opportunity to be a part of Professor James Miller's research group and participate in analysis of underwater acoustics. In this case each student would be expected to go to sea for ocean acoustic experiments once or twice per year for a period of 2-3 weeks on research vessels.

The board will select the Submarine Force's *nominees* for this program. There will be a separate application process that PERS-421C will assist those selected with for this program.

Officers applying must have time to complete their education prior to their no later than date for SOAC.

-Graduate Education Voucher (GEV) – Remaining FY 22 quotas below. Provides officers an education voucher which pays up to \$20,000 per year for a maximum of two years for graduate school tuition, books and most fees. The voucher can be used at any accredited university of the Officer's choice with an endorsement from PERS-42 and curriculum approval by NPS. The following quotas are available for the Submarine Force in FY22:

- Cyber Systems and Operations (6208P/G): 1
- Engineering (5XXXP/G): 1
- Financial Management (3105P/G): 1
- Regional/National Security Studies (2XXXP/G): 1

Both officers coming to shore (participating in a slate) or already on shore are eligible to participate in this program. Officers must be able to complete their degree within 2 years, begin funding in FY 22 (prior to October 2022) and meet SOAC timing.

-SECNAV Tours With Industry (SNTWI) – Quotas TBD. Officers selected for this program will execute a one-year internship with a specific company (options listed on the TMB FAQ sheet) followed by a utilization tour of 12-24 months dependent on career timing. Officers will be able to take what they have learned during their industry tour and utilize that experience to not only enhance their own leadership skills, but also bring this experience to the submarine force. Officers should expect to transfer to their industry tour in September or October 2022. The board will select the Submarine Force's *nominees* for this program.

Officers applying must have time to complete their utilization tour prior to their SOAC gate.

-USNA Instructor – 1 Billet. This officer will be assigned to the United States Naval Academy as an instructor to teach, lead and mentor midshipmen while advocating for the submarine force. The specific department will be determined based on your background. The board will select the Submarine Force's *nominees* for this program, with final approval via USNA. This billet **requires** a Master's degree.

-Personnel Exchange Program (PEP) – 1 Billet.

-PEP United Kingdom London – Submarine Planning and Operations Officer: This officer will execute an exchange program with the United Kingdom and serve with the British Royal Navy. In particular, this officer will utilize their experiences and operational knowledge to contribute to the overall maritime operations and support the objectives of the Royal Navy.

The desired report timeframe for this billet is February 2023.

-Unique and Career Broadening Overseas Assignments –

-Naval Striking and Support Forces NATO (COMSTRIKFORNATO) (Lisbon, Portugal) – Submarine Operations Officer: COMSTRIKFORNATO is located in Lisbon, Portugal and provides the Supreme Allied Commander Europe with a multinational joint operations planning and command and control capability for the NATO Alliance. This opportunity will allow the selected officer to work on a joint staff, provide their submarine expertise, and be part of operational planning for the various NATO areas of responsibility. This warfighting centric position will be a rare opportunity for any officer!

-NATO HQ MARCOM (Northwood, England) – Maritime Situational Awareness Officer: This officer will manage the day to day operations of maritime activity in the NATO area of operations to include the Atlantic Ocean and Mediterranean Sea for the allied countries of NATO.

-Allied Joint Forces Command HQ (Brunssum, Netherlands) – Cyberspace Staff Officer: Joint Forces Command Brunssum plans, prepares, and conducts operations to support NATO's tasking. The selected officer would work on a joint staff in the Cyberspace Division developing and updating support plans and instructions for communications and information systems.

-Office of Legislative Affairs (OLA) – 1 Billet. This officer would work at the Office of Legislative Affairs in either the Senate or the House of Representatives assisting with congressional travel and planning events on Capitol Hill between senior Navy leadership and politicians. This is an exciting opportunity for Submarine Junior Officers to experience the Legislative process of our government and bring that experience back to the Submarine Force.

-Naval Reactors Fleet Lieutenant – 2 Billets. The officer selected will provide fleet support for operating submarines, conduct reviews and propose revisions to the Reactor Plant Manuals (RPMs) and Technical Manuals, conduct PNEO interviews and assist in the teaching of the

prospective commanding officers. Eligible officers must have shown a strong technical performance to include: high grades in technical undergraduate/graduate degree programs, strong performance during Nuclear Power School and Prototype, and strong nuclear performance during their Division Officer tour.

Applicants for this position should be sure to include any undergraduate or graduate unofficial transcripts with their application.

The desired report timeframe for these billets is September – November 2022.

-Direct to Department Head – 2 Quotas per quarter. A limited number of division officers from each year group may apply to proceed directly to SOAC and to their DH tour. Officers selected for this program could expect to complete an approximate 48 month shore duty assignment following their DH assignment prior to proceeding to SCC for their Executive Officer tour. If selected, the officer will participate in the SOAC slate that best matches their PRD, SOAC class convening, and available seats in that class.

-Career Intermission Program (CIP) – No specific quota for this Navy-wide program. However, submarine officer participation may be limited on a case basis due to community management constraints. Officers participating in this program will take an extended period of absence from active duty service of one to three years to pursue other personal or professional goals. Full details of the program can be found in OPNAVINST 1330.2C. Officers approved for CIP will transfer to the Individual Ready Reserve (IRR) for a period of up to three years. In addition to the application required in the OPNAVINST, officers interested in CIP must apply to the TMB at least one year prior to their PRD. This action is based on community management and to control the number of Officers executing the program will incur additional obligated service of two months for every one month of participation. (*i.e.*, if you are in the IRR for one year, you will incur additional service of two years upon return to active duty). This additional obligation is served consecutively with any other existing service obligation. Upon return to active duty, CIP officers will have their YG and milestone screening dates adjusted so that they are not disadvantaged for promotion or screening opportunities.